

# **3 FAM 7560**

## **GENERAL POLICY AND AUTHORITY**

*(TL:PER-409; 07-24-2001)*

### **3 FAM 7561 GENERAL**

*(TL:PER-409; 07-24-2001)*

*(Uniform State/BBG/USAID/Commerce/Agriculture)*

*(Applies to Foreign Service Nationals Only)*

a. All pay actions and/or pay adjustments are subject to the availability of funds.

b. Whenever FSN employees are permanently transferred and/or reassigned from one country to another, posts must follow the procedures in 3 FAH-2 H-300, before making any pay, benefit, or other compensation determinations or commitments to an employee. The basis for this policy is the significant differences between countries' labor laws, practices, and requirements. See 3 FAH-2 H-300 for further guidance.

c. FSN employees temporarily assigned or detailed to another Foreign Service post are paid according to the local compensation plan authorized for their permanent duty station.

d. Pay actions should be made effective the first day of a pay period. A Sunday will be the first day of a pay period.

e. The head of each employing agency or designated official at a post has the authority to authorize pay actions and adjustments for individual employees according to the employing agency's regulations and the provisions of this chapter. The *Human Resources (HR)* officer, or in that official's absence, the administrative officer, is the designated official for the Department of State. The Department of State *HR* officer or administrative officer may authorize pay actions and adjustments for employees of another agency provided this authority is delegated in writing by an appropriate official of the employing agency.

### **3 FAM 7562 THROUGH 7569 UNASSIGNED**